

Phillips vs Town of Springfield
Phillips vs Springfield Town of — Lawsuit Fact Sheet
333 Soberan
April 21st, 2008

I Matthew Phillips was hired for a part time position in ~~April~~^{July} of 2007 through Vermont Voc Rehab and a Mental Health agency (Health care and Rehabilitation service). Elaine Cole from H.C.R.S. was my Voc Rehab worker.

One of my treatment team members Tom Mott expressed concerns to Elaine about my Mental Health and work habits. Forgetting numbers, dates, severe paranoia and Anxiety Impulses on occasion nothing of a violent nature. Elaine Cole called Dan Farrar Director of the Springfield Recycle center. Expressed these things and Assured Elaine that reasonable accomodation would be made in accordance with the Americans with Disabilities act.

After 2 to 3 months of work Mr. Farrar approached me and said a Full time position is opening so I called Voc Rehab and told them Dan put my name in to fill the 32 hour weekly position. Comments from Dan Farrar to Elaine Cole were very good attendance and tardiness was not an issue.

I was consulted with my treatment team to engage in more mental health treatment and I was told the town would accomodate. I did get the full time position and I have 6 months Probationary Period. When fall into winter hit I Periodically arrived

at work 15 to 20 min. Late on 3 to 4 occasions during Ice storms and wintery conditions since I lived 45 min. away in Weston Vt. Dan Farrar told me it was ok, they would be excused.

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on 2 of those occasions I was extremely
afraid to drive due to my anxiety and Ralanoxa
disorders. I got charged by Police for wearing an
OSHA helmet somewhere for impersonation that
was later dismissed. Because there is no running water
or facilities I go to the Highway garage to wash up
during lunch time. On or around the beginning of
December I saw a newspaper clipping of the OSHA
charge on the Local 98 union Bulletin board I took
it down and put the court dismissal letter in its
place. A town worker unidentified said to me
~~I~~ that I cant touch the union board if I wasn't
union. I replied and said my name in the article
was up there, he replied the psychos like you
should not be working for the town you work.
I left in tears and called Linda Rousse Personnel
Director of the Town of Springfield and made
a complaint. She did take appropriate action but
Harry Henderson Public works Director did not
24 hours later after that complaint on Dec.
10, 2002 I recieved a written write up for
being late. Mr Henderson in fact was there 3
days in a row with he's never done before
and persistantly and vigealantly Persued me for
a month with fallowed 2 more right ups including
a threat of termination, for excused tardiness.

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In which resulted in me calling a meeting in February the month of my Probation Ending, in this meeting myself Matt Phillips, Linda Rousse, Harry Henderson, Mike Johnson (my case manager HCRS), Dan Farrar were all present. This prompted discussion about lateness missing days to get everyone on the same page. After meeting I was reassured that I can go to Apts. and if I'm scared or otherwise Tell Dan Farrar and accommodations will be made. This prompted the town Harry Henderson and Linda Rousse to Extend my Probation for 3 months. Conveniently I wouldn't be eligible for the union yet. I made a complaint grievance in March 2008 ~~about~~ about us not receiving Sackets of protective coats and also a no water, running water complaint on April ~~1st~~ ~~at~~ ~~the~~ 9:00 AM I was approached by Harry Henderson D.P.W. Director with a response letter to my grievance, He told me even when giving me a response letter I wasn't eligible for a coat or a grievance then he proceeded at a very loud demeaning tone about several problems he had with me and Prior to this he actually went around asking co workers at the recycle center how my work has been. I told him I was going to the human rights commission and he said "I was 'Fucking going home I told him to stop, he was putting me in a state of fear and proceeded to scream at me. I was scared and dropped everything

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in my hands and walked away he told me not
to pull the mental card with him and I told him
I was filing a complaint with the human rights commission
I was told by Linda Rousse on the ~~14th~~ ^{14th} of April I
could go back to work on the ~~16th~~ ^{16th} on the ~~18th~~ ^{18th}
I was handed a Termination letter for me being
20 min late on April 13th 2008 even though I got
the letter on the ~~18th~~ ^{18th} of April. In the letter it
said it was Reported on the 18th conveniently a day
after I said I was going to the human rights commission
on the day of my grievance response.

[Signature]

This is a clear violation of the Anti Retaliation
and Human Rights laws.

Windsor Superior Court - 802-457-2121

Human Rights Commission - 802-828-2480

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This lawsuit will include

a violation of A.D.A. Laws, wrongful termination,
anti-retaliatory laws, Illegal intimidation,
Hostile work Environment, Illegal Discrimination with
a Person with Disability, and violation of the Fair
work environment Act.

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I will be suing for \$150,000 for deliberate
Cause of Mental Distress, Coercion, Fees, Filing Fees,
and all back Pay of every day out of work *Pat Collins*